



ITEMS

From the Editor's Desk



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Gemma Meyers - Idaho Chapter, Newsletter Editor; Les Bois Subchapter, Vice-President

Shortly after coming to work for the Idaho Department of Commerce and Labor (IDCL), I joined IAWP. It wasn't long before a garden of opportunity opened itself before me, and I realized the true benefits of becoming a member. A large part of my attraction to IAWP is the organization's provision of educational activities and community service opportunities to promote an active and intelligent workforce. Over the past year, I've seen the organization's Idaho Chapter engaged in their communities across the state and even reaching out as far as our soldiers in Iraq. I'd like to draw some attention to some of the activities of this past year,

by mentioning a few here.

IAWP's wonderful opportunities provide tangible outcomes; like the article that resulted from David Washburn's meeting and interview with Motohisa Anai, First Secretary of Labor Affairs of the Embassy of Japan in Washington D.C. (also an active IAWP member) (See: ITEMS Volume 40, Issue 1). Imagine not only being able to advance your career through educational opportunities, but to have opportunities to meet and keep in contact with successful individuals able to provide first-hand testimony of what it took to achieve their level of success. These individuals can be used as role models, and their participation in IAWP is an indicator that they're open to sharing their knowledge. I'm a firm believer in surrounding

yourself with individuals whose lives manifest your goals and desires for one's own life. You never know, something might rub off.

The Seaport Subchapter collected and donated a large amount of clothing items and shoes to an organization that provides lower income individuals with work-appropriate clothing, to assist them with re-entering and remaining a part of our workforce. These items seem menial to some of us, but are essential and difficult for some Americans to obtain. (See: DressForSuccess.org for more information on the Dress for Success Organization)

Seaport also donated to Operation Quiet Comfort, who provides needed personal items to soldiers serving to protect

(Continued on page 2)

Special points of interest:

- 60 years of service
- "Membership" issue highlight

Discover Idaho

Nancy Upchurch - Idaho Chapter, Local Arrangements Chair

Plans for hosting the 2007 IAWP International Conference in Boise, ID are in full swing. Several members of the local arrangements committee attended the 2006 conference in Louisville, Kentucky in June.

While in Louisville, we manned an exhibit table each day, passing out booklets, pens, brochures, Idaho and Boise pins, and candy to promote the 2007 conference. We had a lot of fun talking to conference attendees about Idaho and selling raffle tickets. Once each day, Ms. Idaho Tater made her

appearance. Ms. Tater was Linda Castaneda (costume courtesy of Lu Lineberry). She was a hit with the crowd - waiving and giving hugs to passersby.

Committee members made a special presentation at closing ceremonies with an official



From the Editor's Desk (Cont'd)



Please submit articles to one of the following addresses:

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(Continued from page 1)

our interests overseas. Many of the supplies are specific to service members recuperating from injuries inflicted during combat. Check out Operation Quiet Comfort's website to read some testimonies from service members who've been recipients of what the organization calls "Go Bags," by going to

www.OperationQuietComfort.com.

Panhandle's subchapter sustains a book club, an annual rafting trip, a hot-dog feed, and many other regular activities. They've honored a former Prisoner of War (Roy Weaver), drawn attention to an Idaho author's writings and achievements (Hap Murphy), and organized fundraisers ranging from a Valentine's Day auction to a Saint Patrick's Day spaghetti feed. They volunteered

for the North Idaho Veterans' Stand Down, donated to Toys for Tots (who provides holiday gifts for underprivileged children), and much more. To me, they are the real overachievers in our state chapter. It would be difficult for any of the subchapters to top their enthusiasm, but their dedication is incentive for each subchapter to strive to do more.

Our members attended the International Conference in Louisville, Kentucky, and held our annual Idaho Chapter Campstute. There are many wonderful pictures from these events included in this newsletter for those of you who either missed out on these events, or for those who'd just like to reminisce. I've also included the agenda from the 2006 Campstute, in this issue.

Boise, Idaho is holding the 2007 International Conference! The Local Arrangements Com-

mittee has been hard at work to make the upcoming conference one of the best ever. There are so many activities planned; it should be a powerful networking opportunity for everyone (after all, it's the **International** Conference). Don't forget to register early.

Lu Lineberry provided us with wonderful legislative updates this year. She made time to attend legislative functions, and reported back to promote legislative awareness within our chapter. I'm persuaded she should have majored in Political Science, for she has a real knack for political reporting and is what I call "politically savvy."

Please take the time to browse through this issue of ITEMS to reflect on our accomplishments and gather ideas for making the upcoming year our most productive one ever.



Discover Idaho (Cont'd)

(Continued from page 1)

invitation to Boise. We drew for raffle prizes and played a great DVD developed by David Hertling, Connie Cleveland, Carol Reser, and Ron Gardner. After the DVD ended, members threw t-shirts and Spuddy Bud-

dies into the audience.

We are fortunate to have Gordon Graff, Training Bureau Chief as Program Co-chair for the educational part of the 2007 conference. Gordon will share that job with George Barthalow from the Florida Chapter.

Idaho Chapter members who'd like to get involved in helping with the conference should e-mail: nancy.upchurch@cl.idaho.gov, specifying which committee interests you the most.

The dates for the Boise conference are June 3-7, 2007.



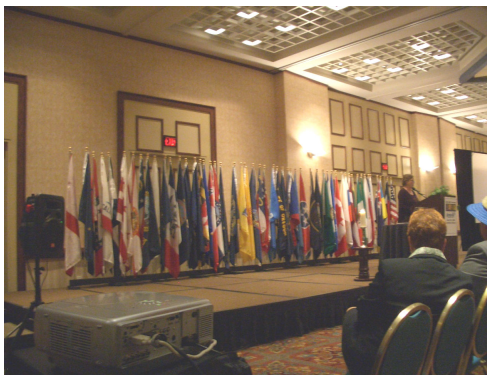
CONGRATULATIONS IAWP-IDAHO!!!

Sixty years of serving Idaho's workforce by promoting professionalism and educational opportunities.

IAWP 2006 International Conference



Awards Luncheon, 2006 Int'l Conference



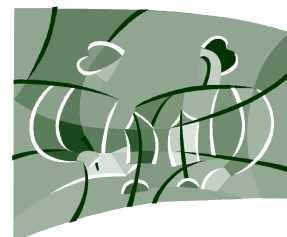
Opening Ceremonies, 2006 Int'l Conference



Al Snyder with the top ten State Chapters



Idaho was represented by (back row L to R) David Washburn, Kathy Snyder, Gordon Graff, Linda Castaneda; (front row L to R) Lu Lineberry, Al Snyder, Nancy Upchurch, and Sue Polk. Roy Valdez (not pictured) was also an Idaho Chapter Representative.



**See our tandem “Membership” issue
(ITEMS Volume 40, Issue 4) at:**

<http://cl.idaho.gov/dnn/iapes/Newsletters/2006/tabid/1082/Default.aspx>

While there, you might want to catch up on some reading and take a look at this year's other issues (if you haven't already done so).



Idaho IAWP International

Development Connection

Across the Boarder to Manitoba, Canada



Please submit articles to one of the following addresses:

ATTN: GEMMA MEYERS

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413 WEST IDAHO STE 100

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by David Washburn

Idaho Chapter International Development Committee Chair

During a recent visit to Winnipeg, Manitoba, Canada, in December 2006, I had the pleasure of making a follow-up contact to my meeting with the staff from Service Canada, Investigation and Control Unit, the bureau that investigates employment insurance fraud and other related employment fraud for Human Resources and Skills Development Canada in the Province of Manitoba. On December 22, 2006 I was honored to spend a very enjoyable and informative morning visiting and job shadowing with Investigation and Control Officer, Jo-Anne Bjorklund. We shared all the latest on each others department's investigation techniques and methods of operations. I spoke about how the Unemployment Insurance investigative process in Idaho works and JoAnne discussed the details of how the Employment Insurance investigation program operates in Manitoba, Canada. Laurie Carriere, a Supervisor of the Investigation and Control Unit and Jo-Anne's Supervisor, was able to participate in some of the meeting and provided great insight and information concerning the operations of the Investigation and Control Unit. This 4 hour meeting was very informative for all those who participated. Midway through the morning Jo-Anne and I along with several other staff members all went to coffee and this provided a very good opportunity to informally exchange ideas, information and develop friendships.

During this second meeting with the Investigation and Con-

trol Unit of Service Canada in Winnipeg, Manitoba, Canada, additional detailed information was exchanged and I continued to discover that the Investigative unit of Manitoba, Canada and the Idaho Commerce and Labor, Unemployment Insurance Compliance Bureau had many things in common including: dealing with the increase of fraud, preventing and detecting identity theft, investigation methodology and insuring the integrity of the employment insurance and unemployment insurance funds.

In 2006 the Idaho Chapter of IAWP International Development Committee has reinitiated the goal of re-establishing an IAWP Chapter in Manitoba, Canada. As the Idaho Chapter of IAWP International Development Committee Chairperson I made an initial formal presentation about IAWP for the staff of the Service Canada, Investigation and Control Unit, on August 9, 2006. This presentation illustrated the advantages of becoming a member of IAWP and an International partner with the Idaho Chapter of IAWP.

During my time with the individuals of the Service Canada, Investigation and Control Unit, I also made an informative presentation on the International Association of Workforce Professionals as a follow-up to my IAWP presentation made on August 9, 2006. The presentation included information on the IAWP organization and how the staff from Manitoba could become involved and benefit from IAWP. Time was provided for questions and answers and there was a good exchange of information. The presentation seemed to be well

received and there was interest in IAWP generated among the individuals present. Two members of the staff made the decision to become members of IAWP at this meeting. I wish to welcome Laurie Carriere and Jo-Anne Bjorklund as new IAWP members from Manitoba, Canada. These two new members expressed some interest in attending the next IAWP International Educational Conference in Boise, Idaho.

I wish to express a sincere thank you to Supervisor, Laurie Carriere for her kind hospitality and assistance arranging this very informative and beneficial meeting and to Investigation and Control Officer, Jo-Anne Bjorklund, for sharing her time and vast knowledge on the investigation process in Canada. These two individuals represented their Agency and Country in fine fashion and took the initiative to become members of the International Association of Workforce Professionals and act as pioneer leaders in the effort to establish the IAWP Chapter in Manitoba, Canada. Thanks to the friendly staff of the Investigation and Control Unit of Service Canada for their friendly hospitality, open communication and for providing me the opportunity to share and learn more about the Employment Insurance Investigation program in Canada. This was an excellent educational and professional growth experience facilitated by IAWP membership that facilitated increased International understanding and friendships.

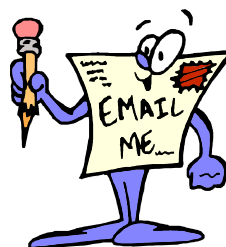
Idaho IAWP International Pen Pal Program

The Idaho Chapter of IAWP International Development Committee is continuing the International e-mail pen pal program with IAWP members and other individuals from around the World who work in or have an interest in workforce development programs.

This exciting activity entails sharing ideas, knowledge, program successes and information by e-mail with our counterparts in foreign countries. For example; individuals from Latvia, Lithuania, South Korea, Japan, Republic of China (*Taiwan*), Baja Mexico, Poland and Canada have been contacted by e-mail in the past.

If you are interested in participating in this activity please contact Idaho IAWP Chapter International Development Committee Chairperson, David Washburn at: dwashb@clarkston.com

There are some e-mail addresses available on the International IAWP directory on the IAWP web page at: <http://www.iawponline.org/members> and click on "International Contact List".



IAWP State Conference

By David Hunter

IAWP members...

Mark your calendars for the upcoming IAWP State Conference being held in Boise, Idaho, on April 13, 2007. The Spring IAWP Conference is free to all attendees and will be held in the annex building in the basement of the Boise local office. The awards ceremony will be held downtown at Louie's, that same evening and reservations have been made. The dinner will be served family style (salad, pizza, fettuccini, lasagna, soft drink, and desert. The cost is \$15.00 per person and Nancy will need a count and the money sent to her as soon as possible. Social hour will be between 6:00 p.m. -7:00 p.m. So come join your friends, co-workers and networking pals.

Dinner will be served from 7:00-8:00 with the awards starting at 8:00 pm.

Since we are hosting the IAWP International Educational Conference in Boise on June 3-7th, 2007, we have decided to condense the Spring Conference to just one day, in an effort to save money and time. We encourage you to invite your friends, co-workers and all other IAWP members to attend the conference on April 13, 2007, and the Banquet and Awards dinner that evening. The dress will be casual business attire for the business meeting and the awards dinner will be casual to dressy. Your choice. Again, please contact Nancy Upchurch with your reservations for Louie's as

soon as possible and we look forward to seeing you all there. Nancy will need your money and your R.S.V.P. as soon as possible to give Louie's a head count for the food.

The actual agenda will be forthcoming a couple weeks before the conference. Possibly sooner. Presidents and Chapters, please post the flyer, and agenda where all members of the IAWP and non members can see the announcement of the Spring Conference. Always be sure to obtain permission of the local office management before posting anything, regarding IAWP.

To all who submitted IAWP award nominations:

The winners will be announced at the April 13, 2007 during the 2007 General membership meeting.



IAWP State Conference Invitation

Who: general membership, all board members and everyone interested in IAWP

What: general IAWP membership meeting

When: April 13, 2007 from 8:00-5:00 p.m.

Where: Annex, across the street from Central Office, in the basement of the Boise Office

Agenda: Election of new officers, read minutes and approve the budget for the coming year.

Please mark your calendars **TODAY** and plan to attend.

We will be having the awards dinner at Louie's, the evening of April 13, 2007.



Quilt Raffle

Members of IAWP are selling tickets to win a gorgeous, king size quilt. The tickets sell for one (1) for \$1.00 or six (6) for \$5.00.



This is a beautiful quilt made of neutral colors that will compliment any décor. Its "Wedding Ring" pattern is very appropriate because we all "band" together not only as members at these IAWP International Conferences, but also in our every day lives. IAWP is a large group of professionals and we are members for all the same reasons-- Education, Education, Education, and networking.!

Check with your local subchapter president if your office does not have a flyer displaying a picture of the quilt, and a contact person to purchase tickets from. Every member is encouraged to sell tickets to at least 3-4 people. Sell tickets to relatives, friends and the person next to you in the grocery check out lane or anyone wanting a chance at this lovely quilt. All have a chance to win!

Please send the money, in check form preferably, to Linda Castaneda @ 127 W. 5th St. N., Burley, ID 83318. Please make sure it is marked QUILT RAFFLE. Thanks and happy selling!



International Conference Scholarships Opportunity

Any member interested in attending the IAWP International Conference in Boise, Idaho, from June 3-7, 2007, can apply for a scholarship to offset the costs of the conference. Members are encouraged to contact Linda Castaneda, IAWP State Chapter President, via e-mail, as soon as possible to submit a request for scholarship assistance.

President, Linda Castaneda, praised the Department of Commerce & Labor for making these scholarships available to IAWP members. She encouraged us to let the committee know how much we appreciate their continued support of IAWP and all of its activities and the undying support for the upcoming conference.



Winter Board Meeting

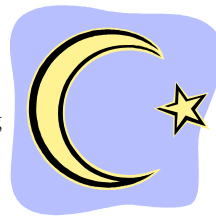
The Idaho IAWP board of directors, and committee chairs met on February 1 and 2nd, 2007, in Boise and a quorum was established.

We had quite an aggressive agenda to review and discuss in a short time period. On Thursday morning a few of the local arrangement committee members for the upcoming International Conference (being held in Boise this June) met with Judy Burns of the Center on the



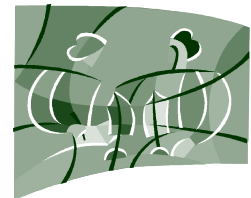
Grove Convention Center. We toured the grounds and discussed plans for the upcoming International Convention. We discussed meeting rooms, banquet and ball rooms, breakout sessions, FLASH requirements, decorations, menus, lighting, equipment, rental costs and just about everything a person can think of. A great deal was accomplished that morning and we brought back the information we gained to discuss with the board members at the meetings on Thursday and Friday.

On Thursday afternoon, the board toured the Idaho Historical Museum to tour the grounds and buildings in preparation for the upcoming IDAHO Night to be held at that location during the International IAWP Convention in Boise, June 3-7, 2007. The caterer was decided upon and plans have been made for them to "do their thing" at the Idaho Historical Museum for Idaho Night. If weather permits, we will be set up both inside and outside for dining, entertainment, and fun. Also to tour the grounds and just have fun. Sue Polk has graciously volunteered to make a 6'-8' MOON for the banquet and ball held the last evening of the conference. The theme for that evening is "Under the Idaho Skies."



On Friday Roger Madsen, Roy Valdez, John McAllister, and Eric Beck stopped by to say hello and visit with the board. Roger again stressed he would like to see between 400-600 people attend this International conference and made it clear he wanted us to have the best conference ever. Having NASWA meet at the same time as our conference in Boise was mentioned, but not confirmed.

Ideas were discussed to obtain more support for the IAWP organization and the upcoming International Conference, from local office management.



IDCL ANNOUNCEMENTS

Promotions

Jill Kleist – Commerce & Labor Manager 3, Pocatello
Steven Johnson - Financial Specialist, Senior, UI Compliance Bureau
Geoffrey Greer – Commerce & Labor Supervisor, Magic Valley
Mark Mayfield – Commerce & Labor Assistant Manager, Pocatello
Jan Roeser – Regional Labor Economist, Communications & Research

Retirements

Jerry Fackrell – Research and Analysis
Nina Bachman – Canyon County
Sarah Jackson – Pocatello
David Washburn – UI Compliance
Alan Snyder – Meridian

Welcome 2007

New IAWP Members!

Jo-Anne Bjorklund – Winnipeg, Manitoba,
Laurie Carriere – Winnipeg, Manitoba, Canada
Virginia Enriquez – Magic Valley Local Office

Congratulations!

David Washburn

2006 – 2007 Idaho IAWP

Membership Committee Chair



IS THAT GOLD IN THEM THERE HILLS???

By Lu Lineberry

Have you ever speculated about the gold rush era? Have you ever wanted to go panning for gold? Well, we are bringing it to you! Idaho is hosting our annual International Conference this year in Boise. The Local Arrangements Committee is hard at work trying to make this an awesome event. One event in particular – “Idaho Night” – gives us a chance to show case our state. The committee's personal goal is to offer an unforgettable event, which is why we have booked our night's event at the Idaho Historical Museum. The Idaho Historical Museum will be the perfect setting for a frontier ambience. A local gold panning club will be setting up right outside the museum, so you can try your luck!



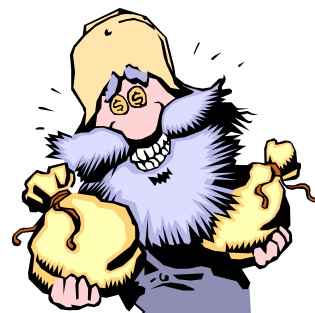
Other planned events, along with dinner, will first begin with a local band called Bona Fide. This

three piece ensemble collect and perform folk songs of the Snake and Salmon River regions with particular interest in songs about actual Idaho people, places and events of historical significance. When they entertain they love to interact with their audience.

Next on the program will be an *appearance* of the oldest man in Idaho. This presentation is an informal, non-political blend of geology and geographical descriptions, with reflections on the history of the Indians, mountain men, miners, loggers, ranchers, sheep men, farmers, settlers, politicians, and courageous women that made Idaho and the American West. Clark Heglar assumes the role of the Oldest Man in Idaho, and he mixes personal stories, local and regional color, and regales his listeners with anecdotal tales, stories, and commentaries of the “oldster's” times. As he shares the sometimes funny and little known quirks of Idaho history, he tells the audience, “only in Idaho...you can't make that up.”

Our guests will be from all over the United States and several foreign countries. We are expecting between 300-500 guests. The event is on

Tuesday, June 5, 2007, dinner will begin at 6pm, with the entertainment starting at 6:30pm.



Now comes the really exciting part – YOU are encouraged to be a participant this year and assist the local arrangements committee. We will be dressing up in frontier, western, gold panning costumes and assisting the staff at the Historical Museum. This will be really fun and lots of hard, but very rewarding hard work! You get to choose if you want to be a pioneer, a saloon girl, mountain man, cowboy, sheriff, whatever your imagination inspires you to be!! If you are interested in helping during “Idaho Night” please contact Lu Lineberry or Nancy Upchurch as soon as possible. If you want to help, but don't have a costume, don't let that stop you! We will help you work that out. Join in on the fun – you just might get lucky and find yourself some gold!!!

You're Invited for Coffee

Planning a trip to Washington D.C.? You might want to take advantage of an opportunity to have coffee on the hill.... Each Tuesday that the Senate is in session, Senator Larry Craig has a standing open invitation to all Idahoans who happen to be in our nation's capital to join him for coffee in his office in suite 520 of the Hart Senate Office Building. Coffee time begins at 9am, when his office opens, and last about thirty minutes.

It's a great opportunity to visit informally with the senator about what is going on back home, or about issues that concern you.

A Senate photographer is usually available to take pictures, should you want a memento of your visit. Guests are encouraged to come as they are and to dress comfortably if the day's agenda includes seeing any of the historic sights in and around the Capitol Building.

So, if you plan to be in Washington, DC, plan to stop by and visit with Senator Craig. If you want any specific details you are encouraged to call his office at (202) 224-2752.



Storyboards Help Market IAWP

By Susan Polk

The storyboard is a three-panel display that shares three main annual IAWP events in picture format. One panel shows the 2006 State Educational Conference in Boise, one panel shows the 93rd International Educational Conference in Louisville, Kentucky and the third panel displays pictures from Campststitute at the U of I Field Campus in Cascade, Idaho. I included some of the state pins I collected at the two International conferences I have attended. Included in the display, but not attached to the panels are the registration forms for each event to show what the cost was and the program to share what we learned. There is an 8X10 inch picture frame with a flyer promoting the sale of cookbooks (one or two cook books on display) for the International Conference in Boise in June and pamphlets from the Grove Hotel where the conference attendees will stay and a pamphlet from the Boise on the Grove Convention Center where the conference will be held. A copy of the ITEMS newsletter, the daily Flash from International and the Workforce Professional are included to show publications. A 4X6 photo frame holds a picture of the quilt being raffled for the International Conference. In another 8X10 frame is an invitation to join

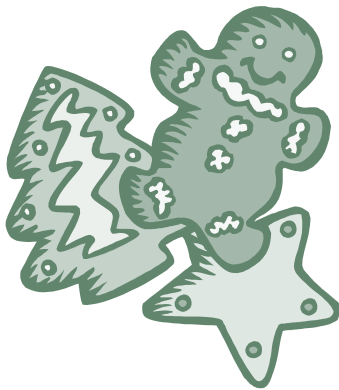
IAWP and by it are Membership applications, IAWP pamphlets that I ordered from International HQ and information about dues. There is also a preliminary plan for activities for the subchapter to follow for the 2007 year. The intent is to show folks what IAWP is about and generate questions and interest that will hopefully turn into continued membership and new membership. Russet Realm has five offices within a distance of approximately 200 miles. I e-mailed two individuals in each office that I knew and asked if they would be willing to set the displays up in their offices and take responsibility for the sale of the cook books. I am pleased and grateful to have employees in each office that agreed to take on the task. Throughout the agency there are employees who have not renewed their membership and new employees who don't know much about IAWP. In the case of Russet Realm I am hoping to reactivate the subchapter with existing members and new members. I'd like to begin activities initially in each office during the lunch hour so participants don't have to travel or stay after work to participate. The monthly program, based on what it is, will be sent from office to office or to each office to be presented by volun-

teers. My hope again, is to ask for volunteers and receive offers from different individuals so the program responsibility is shared. The photograph shows the display.



**Education Article****Sticky Situations:
Six Tips for Managers****Panhandle Subchapter**

The Panhandle Subchapter of IAWP joined forces with management from the Coeur d'Alene Office for a holiday activity. Management supplied cookies and decoration material and IAWP supplied the prizes for the Valentine Cookie Contest. Employees frosted, sugared and spiced the homemade pastries. Three prizes were given but everyone was a winner – because we got to eat the cookies!!



**The Wall Street Journal
Executive Career Site**
By Sarah E. Needleman

When conflicts at work hinge on personal problems, even experienced managers can face a challenge in dealing with them.

No matter how uncomfortable the situation, talking about it with the employee – privately – is usually the first step, experts say. Employees may be unaware of what's wrong, or their behavior may be masking another, undisclosed problem. "If you don't get all sides of the story, you don't get the full picture," says Jay Whitehead, president of Outsourcing Today LLC, a publishing company in Roseland, N.J.

Here are some steps to take when discussing sticky situations – and resolving them:

1. Define the problem.

Craig Silverman says a mid-level executive at a prior employer began coming to work unshaven, in dirty wrinkled shirts and smelling. "People didn't want to get into the elevator with him," says Mr. Silverman, who was a vice president at the firm. He approached the problem head-on, in a blunt discussion in private. "You need to be clear on exactly what the problem is and what changes need to be made," says Mr. Silverman, now an executive vice president at HireAbility.com LLC, a staffing firm in Salem, N.H. The message to the employee: improve his look, or he could face possible termination. From the next day on, the executive wore a pressed white shirt and tie, Mr. Silverman says.

2. Ask for an explanation.

Last fall, an employee for software provider Coras Works Corp., began regularly dialing in for conference calls late. Larry Roshfeld, senior vice president at the Reston, Va., software provider, asked for an explanation and learned that the employee felt overworked and underpaid, Mr. Roshfeld explains. "It became clear that lateness was his way of acting out his frustrations. The employee received help in prioritizing his workload and has since been on time for conference calls, Mr. Roshfeld says.

3. Add a spoonful of sugar.

In 2004, employees at Applied Industrial Technologies Inc. raised concerns with senior executives about a supervisor's abrasive management style, says Mary Anne Ryan, director, associate relations development and staffing at the industrial-products company. When she broached the subject with the supervisor, she says, she first talked about his past achievements. Then she described the problem and suggested ways to resolve it. "His tone had veered off the path of being positive and professional, she explains. "He's now back on track. That's the reward we get for going through these difficult conversations."

4. Show compassion.

A manager's breath was so foul-smelling that executives at the company where she worked were uncomfortable in her presence, says Daren Otazo, then a manager of training and development at the firm. "Things like this are the hardest of all talks to have, because it becomes personal very quickly says Dr. Otazo, now an independent executive coach who

has offices in Houston and London, to be sensitive to their feelings. "Dr. Otazo says she urged the manager to gargle with mouth wash every day and chew on mints, and her advice was heeded.

5. Take quick action.

Mr. Whitehead says that at his former firm, an employee once accidentally copied an investor on an email that insulted the unintended recipient. Mr. Whitehead immediately summoned the employee to his office to address the problem before the investor had a chance to react. The employee offered to quit, he says. "I said, 'No, instead you're going to do something much harder. You're going to apologize.' " The employee did and "all was forgiven," says Mr. Whitehead.

6. Give a clear warning.

An employee at Panda Software once mouthed off to a manager within earshot of several other employees at an office in Glendale, Calif. Brenda Christensen, director at the Spain-based software provider, says she met with the employee privately and told her that a repeat performance could lead to termination. She also suggested ways to relieve tension, such as taking a break and going for a walk. The problem never resurfaced, she says.

- Ms. Needleman is associate editor of CareerJournal.com

From The Legislative Corner:

HR2 – Fair Minimum Wage Act of 2007 Passes

HR2 Bill, the Fair Minimum Wage Act of 2007 passed un-amended by the House of Representatives on January 10, 2007. It next went to the floor of the Senate, where several amendments have been proposed. The latest major action was on 2/1/2007 where it passed in the Senate with an amendment 94 - 3.

The Fair Minimum Wage Act of 2007 - Amends the Fair Labor Standards Act of 1938 to increase the federal minimum wage to: (1) \$5.85 an hour, beginning on the 60th day after enactment of this Act; (2) \$6.55 an hour, beginning 12 months after that 60th day; and (3) \$7.25 an hour, beginning 24 months after that 60th day.

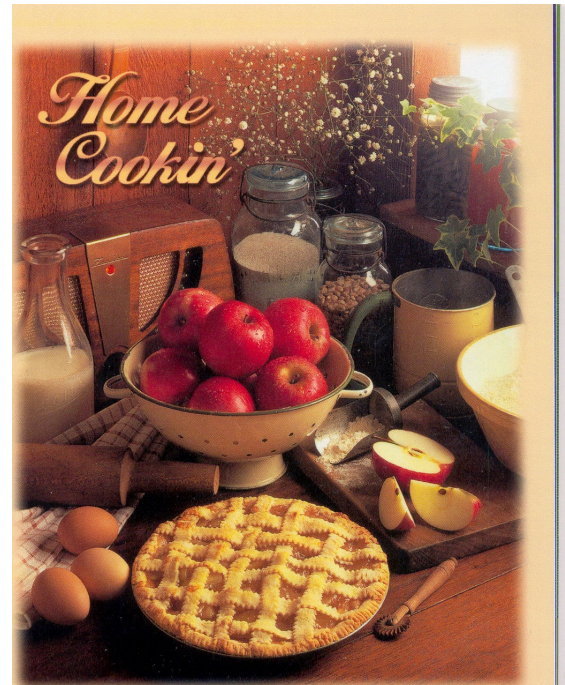


Cookbook Fundraiser—How Are We Doing?

By Linda Castaneda

Linda reports that as of February 14, 2006, a total of 318 of the 500 books have been sold, thanks to members in Idaho, Oregon, and Montana. All profits from the cookbook sales will go towards Idaho's expenses for the IAWP International Conference being held in Boise June 3-7, 2007.

Thanks to all for your salesmanship, cooperation, and effort you have put into the sales of these cookbooks. Cookbooks are selling for \$10 each.



**by The Idaho Chapter
of IAWP
International Association of
Workforce Professionals**



Please submit articles to one of the following addresses:

ATTN: GEMMA MEYERS

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c/o APPEALS BUREAU

413 WEST IDAHO STE 100

BOISE ID 83735

Anyone interested in purchasing cookbooks are asked to contact their subchapter presidents or a state officer. Please make your checks out to Idaho IAWP. Subchapter presidents will forward the money on to President Linda Castaneda @ 127 W. 5th St. North, Burley, ID 83318 C/O IAWP Cookbooks.

**Mission Statement:**

The International Association of Workforce Professionals (IAWP) is a worldwide professional association available to all individuals with a common interest in workforce systems. IAWP equips members for success providing the highest quality of education, leadership, information exchange, and recognition of excellence through a network of local, regional, and international chapters preparing members for the workforce challenges of tomorrow.

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